B 39/trouble/problem

Trouble in the Training Room

(Paper & Pencil Version)

Problem Booklet

Behavioral Research Aspects of Safety
and Health Group (BRASH)
Institute for Mining and Minerals Research (IMMR)
University of Kentucky, Lexington, Kentucky[1]

June 1988

[1] This latent image exercise was developed and field tested under U. S. Bureau of Mines research Contract No. HO348040 with the Bureau of Mines Research Center in Pittsburgh, PA. The views and conclusions contained in this document are those of the authors and should not be interpreted as necessarily representing the official policies or recommendations of the Interior Department's Bureau of Mines or the U. S. Government.

READEX FICHE best copy available

I 28.2:

Instructions

Read the problem situation described on the next page. Next, answer each of the 12 questions. Do them one at a time. Don't jump ahead, but you may look back to earlier questions and answers. Most questions ask you to choose only one answer. Two questions ask you to select as many as you think are correct. Follow the directions for each question.

After you have selected your answer(s) to a question, circle its number on your answer sheet. When you have finished selecting your answer(s) to each question, look at the answer and feedback sheet for that question. Think about the question, your answer(s), and the information on the answer sheet. Then go on to the next question. Repeat this procedure until you have completed the exercise. When you have finished, you will learn how to score your performance.

Trouble in the Training Room Exercise

Background

You are an annual refresher training instructor for a large union coal mining company. The company operates three underground coal mines in your region.

Today you are teaching a first aid class at a mine about 60 miles from where you usually work. You don't know these miners well.

You are about to conduct a role play simulation exercise involving a victim with a fractured femur and crushed pelvis.

There are 25 miners in the class, 22 men and 3 women.

All three women and most of the men are dressed in blue jeans and flannel shirts.

The room is located and arranged as shown in Figure 1. (See the next page.)

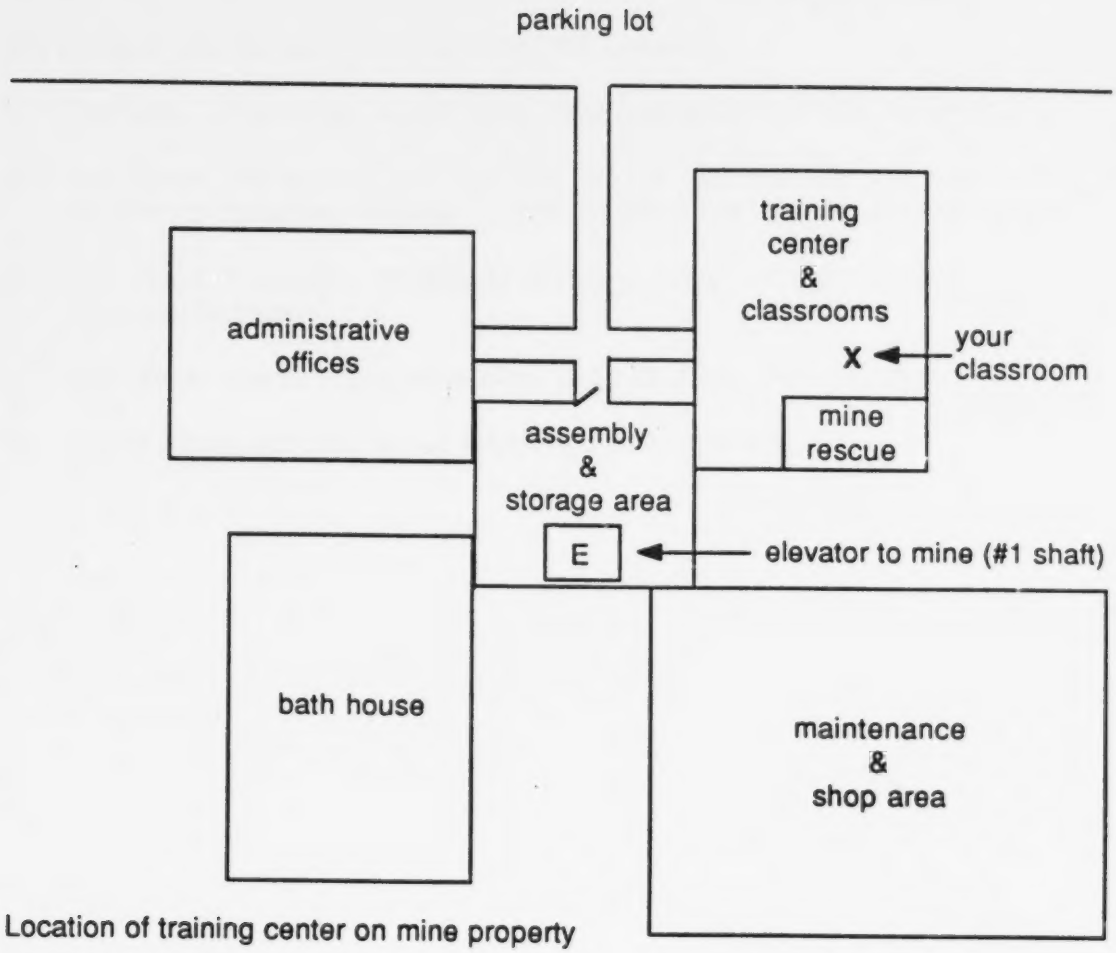
Your company has recently established a policy that prohibits any form of sexual harassment.

Problem

You explain the exercise to the class. A roof fall has covered a miner's legs and hips. The task is to remove the miner from under the simulated roof fall, to determine the injuries, and to provide first aid. The first aid procedures are to be carried out and practiced just as they are in mine rescue contests. You call for volunteers, one person to play the role of the victim, and three people to play the role of the first aiders. You explain that the remaining class members will observe and rate the first aiders' performance on a check list.

Sally, one of the miners, volunteers to be the victim. Immediately Albert volunteers to be a first aider. He then begins to make lewd remarks and obscene gestures about what he will do to Sally when he treats her.

Turn to Question A and begin the exercise.



Location of training center on mine property

Details of the training room
where the simulation is taking place

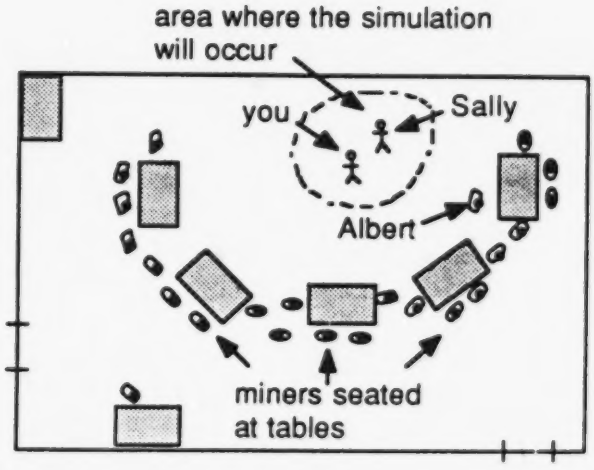


Figure 1: Your location and details of the classroom

Question A

What should you do now? (Choose only ONE answer.)

1. Tell Sally, " Thank you, but I'd rather have another person play the victim."

2. Tell Albert, "When you act and talk dirty, it tells me you are volunteering for this role for the wrong reasons. I want someone who is serious about the task."

3. Tell Albert, "You are in violation of company policy and I am going to report you to the superintendent."

4. Say, "Fine! We have two volunteers. Let's have two more first aiders!"

5. Ignore Albert and proceed as if nothing had happened.

Question B

Speaking calmly and softly, you tell Albert you cannot accept him as a volunteer because his actions reveal that he is not serious about the task, and that he is out of line. You also tell him you wish to speak to him about this matter at the break. The class becomes very quiet. Albert glares at you but is quiet. Now what would you do? (Choose only ONE answer.)

6. Stop what you are doing. Give a 15 minute lecture on the company policy on sexual harassment.

7. Ask Sally, "Do you still want to be the victim? Some of these guys are a little crude."

8. Tell Albert, "That's better! You had better watch your step! I am going to watch you carefully buddy!"

9. Say, "Let's get on with the lesson. No more screwing around. I want you guys to act like adults!"

10. Calmly say, "Let's get on with the lesson. We need three first aiders. Who will it be?

Question C

The four miners playing the role of the three first aiders and the victim carry out their task well. Everything goes smoothly until the victim (Sally) is being bandaged. One of the male first aiders is tying a compress dressing in place over the simulated compound fracture of her right femur. While he is doing this, Sally jumps. Albert immediately says, "Oh look at that! He grabbed her private parts!" George, the miner tying the dressing in place, ignores Albert and says to Sally, "I'm sorry! I'm nervous and my hand slipped." Sally says, "That's O.K. Just don't do it again!" Albert and two of his buddies and one of the other women miners start cracking jokes, laughing, and gesturing. Most of the other class members are watching and listening to Albert and his friends. The first aid role players and victim appear nervous. Now what would you do? (Choose only ONE answer.)

11. Say, "OK! Time out! Looks like we have a problem here we need to talk about.

12. Ignore Albert and his friends and continue on with the class.

13. Tell George, "Watch what you're doing! I've had enough trouble for one day.

14. Ignore what has happened, hurry through the exercise, and tell the class members to take a break.

15. Say, "OK! We're having trouble with this one. Let's wrap it up and watch a film.

Question D

You have recognized there is a problem that must be dealt with. What is the problem that needs your immediate attention? (Select as MANY as you think are correct.)

16. George touched Sally's private parts.

17. Albert and his friends are disrupting the class.

18. Albert and his friends are continuing to sexually harass others.

19. First aid role players and victims should be of the same gender.

20. You may be in trouble with the company management and the union for creating a bad situation in your training class.

21. George is lying.

22. Sally may have volunteered for this role in anticipation of such an incident.

WHEN YOU HAVE MADE YOUR SELECTION(S) DO THE NEXT QUESTION.

Question E

Albert and his friends are continuing to sexually harass Sally and George, and are disrupting the class. You have decided that this is the main problem that needs your immediate attention. What would you do now? (Choose only ONE answer.)

23. Ask the members of the class to excuse you for a minute while you speak to Albert privately in the hall.

24. Take a vote. Ask all the members of the class who think George was fooling around with Sally to raise their hands.

25. In front of the whole class, ask Sally, "Was George fooling around with you?"

26. Tell Albert, "Sit down and shut up!"

27. In front of the whole class, ask George, "Did you touch Sally intentionally?"

Question F

Although you tried to confront Albert about his behavior in private, he has refused and challenged you to do so publicly in the classroom. The room becomes very quiet and all the miners look at you, waiting to see what you will do. What would you do now? (Choose only ONE answer.)

28. Immediately call a break. That way you can defuse the situation and confront Albert privately.

29. Say, "Albert, when you harass Sally and George and talk dirty about them, I feel angry because it is unpleasant for them, and because it disrupts our class work."

30. Ask the other class members, "What do you think we should do with Albert?"

31. Say, "Albert, you're a loudmouth and a fool!"

32. Say, "Albert, you will be the next victim, and we will tie you down and gag you!"

Question G

Now Albert is sitting down and is quiet. All the miners in the class are looking at you. What would you do now? (Choose only ONE answer.)

33. Tell a funny story or a joke that is not related to the present problem. This will help calm the class members and get their minds off the problem.

34. Say, "I'm worried about what has been happening here because of the sexual harassment issue" "Let's talk about this." Then begin a class discussion.

35. Say sternly, "Let me remind you of the company regulations about sexual harassment, and the trouble you can get into for misbehavior in this area."

36. Say, "I think this is such a serious problem, I am going to get the superintendent. Sit tight. I'll be right back with him!"

37. Say, "OK, let's get back to work and finish this exercise."

Question H

Your statements have focused the discussion on the issue of sexual harassment. Many miners speak up. Most feel Sally and George have been harassed. Some are hostile toward Albert. Then Larry, a class member, says, "It's all Sally's fault! A women has no right to volunteer to be the victim if she doesn't want to be touched." Immediately three other miners shout and jeer at Larry calling him a sexist. What would you do now? (Choose only ONE answer.)

38. Point out that the discussion is about sexual harassment and should not degenerate into name calling and blaming.

39. Agree with Larry's critics and tell him he is out of line.

40. Tell Larry, "Your just as bad as Albert and just as wrong!"

41. Say, "OK, I've had enough. Now you guys be quiet and listen up!" Then tell the class what you want them to know about sexual harassment.

42. Ask Albert what he thinks about Larry's remark.

Question I

After about 15 minutes of discussion, you are successful in making the points that 1) sexual harassment has occurred, 2) that the harassment is clearly prohibited by civil law, company policy, and union agreements, 3) that such harassment is demeaning and unfair, 4) that there are strong sanctions against such harassment including company and civil actions, and 5) that the incident has interfered with an important first aid lesson. Then you and the class finish the first aid exercise and break for lunch.

During the lunch hour, you go out to the parking lot to get some materials from your car. No one else is around. Then, Albert and two of his friends approach you. Albert says he was just joshing, and he hopes you aren't going to mention any of this to the superintendent. Then he says, "If you do, I will make a complaint to the union steward that you and George sexually harassed Sally and me, and that you brought on this whole situation." What would you do now? (Choose only ONE answer.)

43. Tell Albert you won't report him if he won't make a fuss.

44. Tell Albert, "I was going to think about this for a while and then do what I thought was right. But now since you threatened me, I'm gonna nail your hide!"

45. Tell Albert, "Your wrong and you deserve to be reported and punished!"

46. Ignore Albert and his friends and walk away from them.

47. Talk to him. Try to reason with him and get him to see that he is wrong and in danger of getting into trouble.

Question J

At the end of the day, you talk about the class and Albert's behavior with your supervisor. You both agree that you should talk to the superintendent and the union steward about what happened. You call the superintendent. He schedules a meeting for the next day. The he asks you who you would like to have at the meeting. Who would you suggest? (Select as MANY as you think are correct.)

48. Albert.

49. The union steward.

50. Sally.

51. George.

52. All the class members.

53. A company attorney.

WHEN YOU HAVE MADE YOUR SELECTION(S) DO THE NEXT QUESTION.

Question K

Think about the whole exercise and the issues involved. In what ways might this problem of sexual harassment have been prevented. (Choose only ONE answer.)

54. Class activities or exercises prior to the simulation could have helped miners better understand sexual harassment issues and company policy, and prevented subsequent problems.

55. No women should have been allowed to participate in role play first aid simulations.

56. Hands-on first aid role play simulations should have been avoided because of their potential for inappropriate touching.

57. The instructor should have been stronger, expelling Albert and his friends from the classroom when they became unruly.

58. Problems that deal with injuries to the thighs, hips, pelvis, abdomen, and chest area should be avoided when conducting hands-on simulation training, especially in mixed gender groups.

Question L

You may have noticed that no physical descriptions of Sally, Albert, and George were provided in this exercise. Suppose that Sally was divorced, about 35, very attractive, very friendly, and tended to wear stylish and flattering clothing. Would this information make any difference in the way you responded to any of the earlier questions? (Choose only ONE answer.)

59. Yes.

60. No.

61. Perhaps.

Write your reasons for selecting your answer to this question on the lines below question L on the answer sheet.

END OF PROBLEM

Scoring your performance

1. Look at the answers you selected on the answer sheet. Compare the answers you circled to the information on the feedback sheet. Count the total number of correct answers you marked on your answer sheet. Write this number in the first blank on the answer sheet.

2. Count the total number of "incorrect" answers you circled on your answer sheet. Subtract this number from 47. Write the difference in the second blank on the answer sheet.

3. Add the numbers on the first and second blanks. This is your score.

The best possible score of 61 results from selecting all the correct answers and no wrong answers. The worst possible score of zero results from selecting all the wrong answers and no correct answers.